# Office of Affirmative Action

Marion P. Thomas Charter School is committed to maintaining a diverse environment that is free from harassment based on race, color, creed, religion, national origin, ancestry, age, marital or domestic partnership or civil union status, sex, gender identity or expression, affectional or sexual orientation, social or economic status, or disability.

**Appointment of Affirmative Action Officers**

Whereas, New Jersey public schools and the Marion P. Thomas Charter School are required to develop and implement a Multi-Year Equity Plan to identify and resolve all equity needs affecting its schools, pupils, or staff, as indicated in N.J.A.C. 6:4-1 et seq.; and Whereas, an affirmative action officer is necessary to uphold the regulations pertaining to N.J.S.A. 18A:36-20; N.J.S.A. 10:5; N.J.A.C. 6A:7; Guidelines for the Desegregation of Public Schools in New Jersey (1989); Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997; now therefore be it Resolved, that affirmative action officers be appointed for the Marion P. Thomas Charter School.

Dr. Tamika Reese, Affirmative Action Officer
Dr. Tamika Reese, Title IX Officer

**Affirmative Action**

1. Affirmative Action Complaint Form
2. Appeal Form

**Affirmative Action Resources:**

- New Jersey State Division on Civil Rights
- U.S. Department of Education Office of Civil Rights
- U.S. Department of Justice Civil Rights Division
- American Association for Affirmative Action
- Affirmative Action Laws and Regulations